

Ephraim Shanahan

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PROFESSIONAL SUMMARY

Proven HR Manager experienced at scaling teams and processes across enterprise, comfortable working cross-functionally.

EMPLOYMENT HISTORY

Talent Acquisition Manager — Flatley Group (Jan 2016 - Nov 2021)

- Implemented a performance review program which improved engagement scores by 17 points.
- Led recruitment for 187 roles across EMEA/US, reducing time-to-hire by 31%.
- Managed complex employee relations issues and maintained compliance with local employment law.

Talent Acquisition Manager — Beier, Franey and Stanton (Feb 2014 - May 2020)

- Rolled out benefits and L&D programs that increased retention in key teams by 21%.
- Led recruitment for 114 roles across EMEA/US, reducing time-to-hire by 16%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 14 points.

HR Manager — O'Conner - Schumm (Aug 2018 - Jul 2022)

- Rolled out benefits and L&D programs that increased retention in key teams by 17%.
- Managed complex employee relations issues and maintained compliance with local employment law.

HR Manager — Gusikowski, Okuneva and Boyer (Dec 2021 - Apr 2025)

- Rolled out benefits and L&D programs that increased retention in key teams by 20%.
- Led recruitment for 53 roles across EMEA/US, reducing time-to-hire by 40%.
- Managed complex employee relations issues and maintained compliance with local employment law.

HR Manager — Gutkowski - Altenwerth (Nov 2019 - Dec 2023)

- Led recruitment for 102 roles across EMEA/US, reducing time-to-hire by 12%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 24%.
- Implemented a performance review program which improved engagement scores by 10 points.

SKILLS

Talent

Onboarding • Employer Branding

Operations

HRIS (Workday/BambooHR) • Benefits Administration

People Practices

Succession Planning • Performance Management • L&D • Employee Relations

Compliance

Employment Law • Workplace Investigations • GDPR • Diversity & Inclusion

ACADEMIC BACKGROUND

MSc Human Resource Management, Haag, Williamson and Roberts University (2018)